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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q43-Q48):

NEW QUESTION # 43

A human resource specialist creates a checklist template with Category Offboarding and Action Termination.

An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. The Action associated with the checklist does not match the Action selected during the termination process.
- B. Action Reasons were not defined in the checklist.
- C. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- D. Action Type was not defined for the checklist.

Answer: C

Explanation:

Full Detailed in Depth Explanation:

In Oracle Global Human Resources Cloud, checklists are used to manage tasks associated with specific HR processes, such as offboarding. When a checklist template is created with a category (e.g., Offboarding) and an action (e.g., Termination), it must be allocated to a worker to appear in the Manage Allocated Checklist region. The allocation does not happen automatically upon termination unless a specific process is triggered.

Option D ("The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person") is correct. Oracle HCM Cloud provides a seeded process called "Allocate Checklists," which must be scheduled or run manually to assign checklists to eligible workers based on predefined criteria (e.g., termination action). If this process is not executed after the termination, the checklist will not appear in the Manage Allocated Checklist region, even if the template is correctly configured. The documentation in

"Implementing Global Human Resources" explains that checklist allocation relies on this process to match the worker's life event (e.g., termination) with the appropriate template.

Option A ("Action Type was not defined for the checklist") is incorrect because the question states the checklist was created with an Action (Termination), implying the Action Type is defined. Action Type is a higher-level classification (e.g., Termination), and its presence is assumed here.

Option B ("The Action associated with the checklist does not match the Action selected during the termination process") could be a potential issue, but the question specifies the checklist uses the

"Termination" action, which aligns with the employee retiring (a form of termination). Without evidence of a mismatch, this is not the primary cause.

Option C ("Action Reasons were not defined in the checklist") is incorrect because Action Reasons are optional in checklist templates and not mandatory for allocation. The checklist can still be allocated based on the Action alone.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Checklists and Tasks, section on allocating checklists.

"Oracle Human Resources Cloud: Using Checklists" - Details on the Allocate Checklists process.

NEW QUESTION # 44

You are implementing Core HR for a customer. Work timings, standard working hours, organization manager, and cost center information must be captured while setting up the work structure. Identify the organization type against which you can maintain this information.

- **A. Department**
- B. Reporting Establishment
- C. Division
- D. Legal Entity
- E. Enterprise
- F. Business Unit

Answer: A

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, the work structure consists of various organization types (e.g., Enterprise, Legal Entity, Business Unit, Department, Division) that serve different purposes. The requirement here is to identify the organization type where work timings, standard working hours, organization manager, and cost center information can be maintained.

Option A ("Department") is correct. Departments in Oracle HCM Cloud are operational units within the work structure where detailed workforce management information, such as work timings (e.g., shift schedules), standard working hours, organization manager (e.g., department manager), and cost center details, can be defined. The "Manage Departments" task allows administrators to configure these attributes, making Department the appropriate organization type for this data. This is supported by the "Implementing Global Human Resources" guide, which details how departments support operational HR data.

Option B ("Business Unit") is higher-level and used for segregating HR and financial data, but it does not typically hold detailed work timings or manager assignments.

Option C ("Enterprise") defines the overarching structure and does not manage operational details like work hours or cost centers.

Option D ("Legal Entity") represents legal employers and focuses on compliance and payroll, not detailed work schedules.

Option E ("Division") is a higher-level grouping for reporting and does not capture these specific attributes.

Option F ("Reporting Establishment") is used for regulatory reporting and not for operational HR data like work timings.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Workforce Structures, section on Departments.

"Oracle Human Resources Cloud: Using Workforce Structures" - Department configuration details.

NEW QUESTION # 45

In which two ways can you add rates to a grade?

- A. Use the default grade rates that are available after creating grades.
- B. First add the rates for each step, and then add the grade to a grade ladder.
- C. Add the rates separately by using the Manage Grade Rates task.
- D. Add rates when creating grades by using the Manage Grades task.

Answer: C,D

Explanation:

In Oracle Global Human Resources Cloud, grades define levels within a job or position structure, and grade rates specify the pay ranges or values associated with those grades. The question asks for two ways to add rates to a grade. Oracle provides multiple methods to configure grade rates, either during grade creation or as a separate task, to support flexibility in compensation management.

* Option A: First add the rates for each step, and then add the grade to a grade ladder. This option is incorrect because Oracle does not require rates to be added for each step before associating a grade with a grade ladder. In Oracle HCM Cloud, grades can exist independently or within a grade ladder, and rates are associated with grades, not steps, unless using a grade ladder with steps (a specific configuration). Even in such cases, rates are defined at the grade level or step level within the ladder, and the process does not mandate adding rates first. Grade ladders with steps involve defining step rates after the grade is included in the ladder, not before. Oracle documentation does not support this sequence as a standard method for adding rates to a grade, making this option invalid.

* Option B: Add the rates separately by using the Manage Grade Rates task. This is a correct answer.

The Manage Grade Rates task in the Setup and Maintenance work area allows users to define grade rates independently of grade creation. This task enables the creation of rate values (e.g., minimum, midpoint, maximum salaries, or hourly rates) and associates them with existing grades. For example, after creating a grade called "Grade 1," you can use Manage Grade Rates to add a salary range (e.g.,

\$50,000-\$70,000) for that grade. This method is useful when rates need to be updated or added post- grade creation, offering flexibility for compensation adjustments. Oracle documentation confirms this as a standard approach for managing grade rates.

* Option C: Use the default grade rates that are available after creating grades. This option is incorrect because Oracle HCM Cloud does not automatically provide default grade rates upon grade creation. When a grade is created via the Manage Grades task, no default rates are assigned unless explicitly configured by the user. While sample data or predefined setups in some environments might include rates, Oracle's standard functionality requires users to define rates manually, either during grade creation or separately via Manage Grade Rates. The absence of automatic default rates in the documentation rules out this option.

* Option D: Add rates when creating grades by using the Manage Grades task. This is a correct answer. The Manage Grades task allows users to create grades and define associated grade rates within the same process. When creating or editing a grade in the Manage Grades task, you can navigate to the Rates tab (or equivalent section) to specify rate values, such as minimum, midpoint, and maximum salaries or hourly rates. For instance, while creating "Grade 2," you can add a rate range of \$60,000-\$80,000 directly. This method streamlines grade setup by combining grade and rate definition, and Oracle documentation supports this as a primary way to add rates.

* Why these two methods? Both Manage Grade Rates (Option B) and Manage Grades (Option D) are explicit methods supported by Oracle HCM Cloud for adding rates to grades. Manage Grades allows rates to be defined during grade creation or editing, ideal for initial setup, while Manage Grade Rates provides a standalone task for adding or updating rates later, offering flexibility for ongoing maintenance. These methods align with the customer's need to associate pay ranges or values with grades, ensuring compliance with compensation structures.

References

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Manage Grades: "You can create grades and add grade rates, such as minimum, midpoint, and maximum values, during grade creation in the Rates tab."

* Section: Manage Grade Rates: "Use this task to create and manage grade rates independently, associating them with existing grades."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Grade Rates: "Grade rates contain the pay values for grades, for example, minimum and maximum amounts for salary. You can define rates when you create grades or separately using the Manage Grade Rates task."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Compensation Enhancements: "Improved usability for managing grade rates in Redwood interfaces."

NEW QUESTION # 46

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error. Part of the error message reads: "NewPersonEmploymentApproval to NewPersonEmploymentApproval Rules NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause." The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The Update Person Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the Human Resource Specialist to hire a person.
- **C. The BPM task NewPersonEmploymentApproval is not set up properly.**
- D. The Human Resource Specialist does not have the required privilege for the New Person Employment process.

Answer: C

Explanation:

The error message indicates a failure in the approval process during the "New Person Employment" transaction, pointing to an issue with the BPM (Business Process Management) workflow rather than security or pre-process requirements.

Option A: Security profiles control data visibility, not approval process execution. This wouldn't cause a BPM fault.

Option B: Correct. The error references "NewPersonEmploymentApproval," a BPM task. A "Business Fault: null" suggests a misconfiguration in the approval ruleset (e.g., missing approver, invalid rule) within BPM Worklist, preventing the transaction from completing.

Option C: Lack of privilege would typically block access to the hire action entirely, not trigger a mid-process BPM fault.

Option D: The "Update Person Keyword Search" process enhances search functionality but is unrelated to hiring approvals.

The correct answer is B, as detailed in "Implementing Global Human Resources" under Approval Configuration.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 3: Approvals and Notifications.

NEW QUESTION # 47

Which new feature has been added to Redwood Document Records pages to enhance user experience?

- A. A function to add custom fields to document records
- **B. Capability to preview attachments directly on the page**
- C. Option to export document records to a CSV file

Answer: B

Explanation:

The Redwood Document Records pages in Oracle Global Human Resources Cloud have been enhanced to improve usability and efficiency. A significant new feature introduced in the 24C release is the ability to preview attachments directly on the page without needing to download them to a local folder. This applies to both reference info attachments and document record attachments, allowing users to quickly view content, such as PDFs or images, by clicking a Preview icon in the Reference Info section of the New Document Record page. This feature reduces navigation steps and enhances the user experience by providing immediate access to attachment content.

* Option A: Capability to preview attachments directly on the page This is the correct answer. Oracle's 24C release notes explicitly state that users can now preview attachments on the Redwood Document Records pages, eliminating the need to download files. This feature is available for both reference info and document record attachments and is accessible via the Preview icon, streamlining document management tasks. Oracle documentation confirms this as a user experience enhancement unique to the Redwood interface.

* Option B: Option to export document records to a CSV file While Redwood Document Records pages allow downloading search results to an Excel spreadsheet, Oracle documentation does not specifically mention exporting document records to a CSV file as a new feature. The ability to download data to Excel is noted in the context of search results (e.g., on the Document Records landing page), but CSV export is not highlighted as a distinct enhancement in the 24C or 25A release notes.

Since the question asks for a new feature, this option is less accurate compared to the preview capability.

* Option C: A function to add custom fields to document records Adding custom fields to document records is not listed as a new feature for the Redwood Document Records pages in recent Oracle releases. While Oracle supports flexfields (e.g., descriptive or extensible flexfields) for customization, this is a pre-existing capability and not a new enhancement specific to the Redwood Document Records pages in 24C or 25A. The documentation focuses on features like attachment previews and rich text editors, making this option incorrect.

References

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

* Section: Oracle HCM Update 24C: Human Resources: "You can now easily preview attachments for document records on Redwood Document Records pages, without having to download them to a local folder. You can preview both, reference info attachments, and document record attachments. In the New Document Record page, click the Preview icon to preview the attachment file under Reference Info section."

* Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

* Section: Redwood Experience for Document Records Landing Page: "You can search, filter, sort, download, add, view, and edit, document records from the Document Records landing page. You can download the list of document records that are displayed on the Document Records landing page by clicking Download."

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Document Records: "Describes managing document records, including viewing and attaching files."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Document Records Configuration: "Details on configuring document types and managing attachments."

NEW QUESTION # 48

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